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AUTHOR	Meyer, John L.; Shadle, Carolyn C.
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ABSTRACT

This book, which is designed for consumers and providers of outplacement services, explores recent changes that have led to an essentially new type of service termed OTR (an acronym that stands for "outplacement, transition, relocation" when focusing on employees and for "outplacement, transition, and restructuring" when focusing on employers). Part 1 traces the forces responsible for the labor market turmoil that spawned the OTR industry and the effects of job loss on unemployed/dislocated workers and others. Part 2 contains 11 chapters devoted to the following aspects of the OTR process: planning and preparing (contracting for OTR, getting terminated employees started, accoutrements for people in transition, personal counseling); making decisions (assessing unemployed candidates, career decision making, career pathing); and launching the OTR campaign (the marketing metaphor, resumes, networking, employment interviewing). Part 3 focuses on the OTR process and OTR industry (changes in the OTR process, its relationship to the new careerism, issues and ethics, and guidelines for selecting the right OTR service). Twenty-two tables/figures and a 111-item selected bibliography are included. Appended are the following: overview and chronology of the outplacement profession's development; names/addresses of 27 sources of career transition resources; and provisions included in the Reemployment Act of 1994. (MN)

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